

2023



GENDER PAY GAP REPORT

INTRODUCTION



Valerie Rees, Chief People Officer, Alcumus

At Alcumus, we put our people at the ‘heart’ of everything we do, delivering our people strategy with the ultimate aim of making Alcumus a great place to work for everyone. The Alcumus Board and Senior Management Team are committed to improving the gender balance across all levels in our business.

Our reported gender pay gap for 2023 improved by 2 points compared to 2022. Our aim remains to close our pay gap over the coming years having made overall improvements since we first started reporting our figures in 2017. For this period we are reporting our lowest gap in pay at 12% since 2017, our first year for reporting.

Equal pay - We support equality through equal pay and are confident that men and women are paid equally for doing the same roles in Alcumus; however the fact that there are currently more men than women in senior roles creates a gender pay gap.



“ I confirm the accuracy of our gender pay gap figures 2023. I am pleased we have made a reduction in our pay gap for consecutive years and am confident we will continue to see progress in the coming years. I am fully committed to actions that will continue to improve our gender pay gap and recognise that we have more to do to achieve sustainable change.

” **Alyn Franklin**,
Chief Executive Officer, Alcumus

A handwritten signature in black ink, appearing to read 'Alyn'.

UNDERSTANDING THE GENDER PAY GAP

Distinct from the concept of equal pay, the required UK Gender Pay Gap reporting shows the difference between the average hourly wage of men and women in an organisation.

If women do more of the lower paid jobs within an organisation than men, the gender pay gap is usually bigger. The mean (average) pay gap is the difference between the average hourly earnings of all men and women.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample in order from lowest to highest, and picks the middle-most salary.

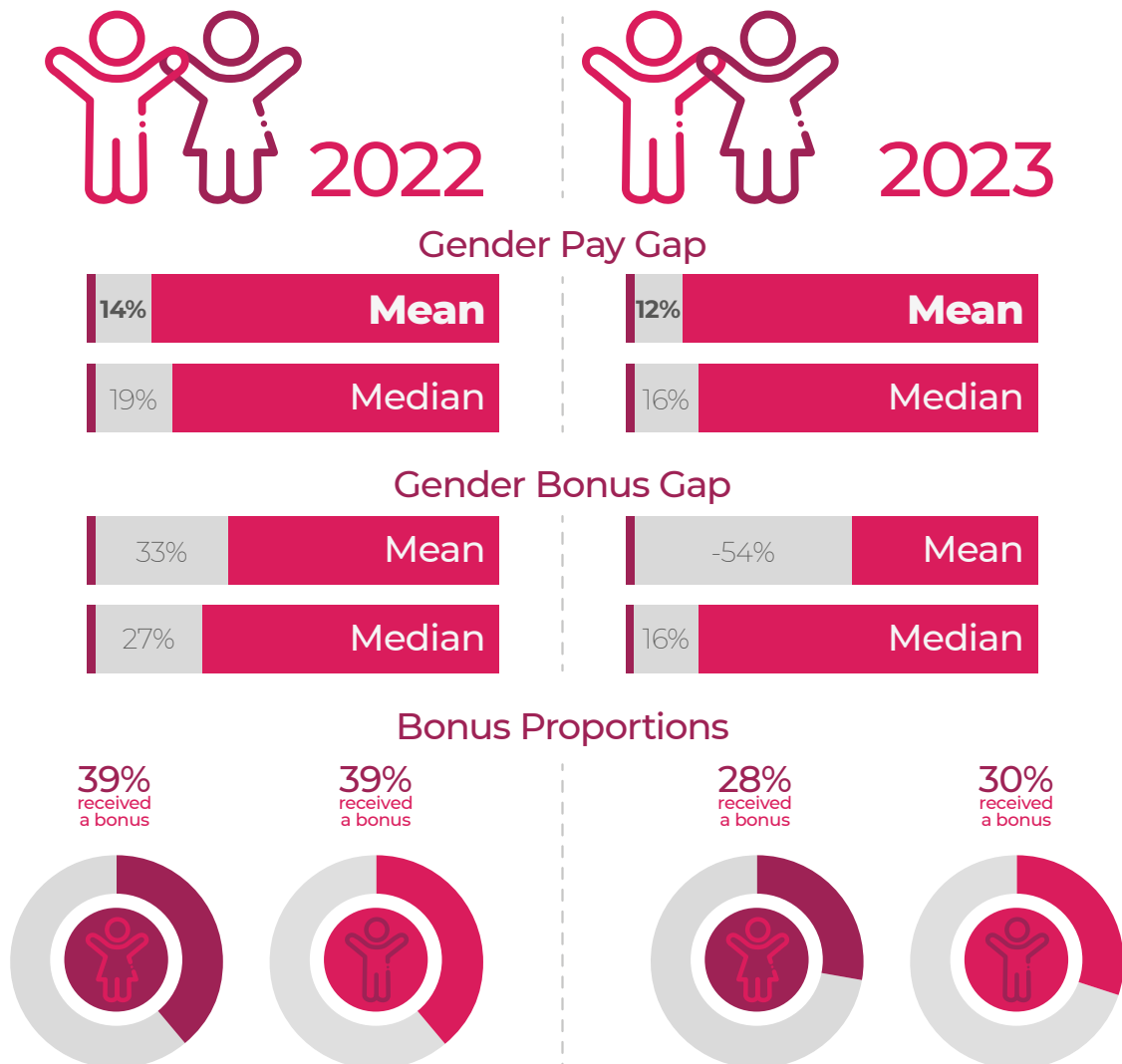
OUR RESULTS

The following information demonstrates our mean and median hourly gender pay gap, at the snapshot date of April 2023.

We recognise that reducing the pay gap is not a quick fix and that it will take some time to close the gap as we implement long term action plans to deliver sustainable change.

Our reported figures show that the mean pay gap reduced to 12% compared to 14% in 2022.

The median pay gap reduced by 3 points to 16% compared to 19% in 2022.



QUARTILE BANDS

2022

2023

UPPER QUARTILE

MALE **61%**
FEMALE **39%**

MALE **70%**
FEMALE **30%**

UPPER MIDDLE

MALE **62%**
FEMALE **38%**

MALE **61%**
FEMALE **39%**

LOWER MIDDLE

MALE **52%**
FEMALE **48%**

MALE **53%**
FEMALE **47%**

LOWER QUARTILE

MALE **58%**
FEMALE **42%**

MALE **50%**
FEMALE **50%**



GENDER BALANCE

Reported headcount at the April 2023 snapshot.



ALCUMUS UK EMPLOYEES

263

187

LEADERSHIP TEAM

3

3

SENIOR MANAGEMENT

11

5

MANAGEMENT

169

100

NON MANAGEMENT

80

79



2023 REPORTED PAY GAP REDUCES BY 2 POINTS COMPARED TO 2022

GENDER BALANCE IMPROVEMENT IN QUARTILE PAY BANDS

30% of women were in the upper quartile pay band compared to 39% in 2022. The number of women in the upper middle pay band increased to 39% compared to 38% in 2022. Whilst there was a reduction of women in the lower middle band there was an increase of women in the lower quartile at 50% compared to 42% in 2022.

One of our two commercial divisions was led by a female divisional CEO and a number of women held leadership positions across the business including Human Resources, Legal, Sales and Finance.

We continue to identify opportunities to improve our gender balance which will reduce the gender pay gap in our business

WOMEN IN SENIOR LEADERSHIP ROLES

The Group CEO leads a team of 6 with 50% of them being women. The CEO leads a UK team of 6 with four of them being women.

GENDER IMBALANCE IN BONUS PAYMENTS

The mean bonus gap was minus 54% compared to 33% in 2022 and the median gap improved to 16% from 27% in 2022.

REDUCING OUR GENDER PAY GAP

Achievements in the last twelve months to April 2023.

Our 'Hybrid Working Policy' is now well embedded in the company offering flexible working for all employees. This promotes the personal and wellbeing benefits of a hybrid option, enabling employees to balance work and home commitments. This policy benefits all employees in Alcumus. Our continued commitment to Real Living Wage benefits women in our company.



**GENDER PAY GAP
REPORT 2023**

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